



## INTERNATIONAL GRIEF INSTITUTE

[www.internationalgriefinstitute.com](http://www.internationalgriefinstitute.com)  
360- 553-4200

### MANAGING grief in the workplace

There are strict rules around what type of grief makes one eligible for leave. Most current bereavement policies state that an employee should absorb their shock, plan and execute a funeral, process the loss, and return and fully engage in work within 3 days.

Regardless of policy, a common management reaction is “Whatever you need, take your time.” Although well-intentioned, this unstructured approach can leave an uncomfortable void. The grieving employee isn’t sure how much time they really can take, and may push themselves back to work too soon. Colleagues, without guidelines or support, may fumble to figure out how to behave sensitively around their bereaved coworker. Grief causes people to be disorganized, withdrawn, or anxious, and bosses can misguidedly treat these issues as performance problems.

### TRUE COST to Corporate America

**\$75 billion**

Employee grief in the U.S. is responsible for over \$75 billion in annual revenue loss

**90%**

90% of bereaved employees suffer job injuries resulting from reduced concentration

**85%**

85% of managers indicated reduced decision-making ability that resulted in a financial impact on the company

### CORPORATE culture drives performance

Personal well-being has a significant impact on health, engagement, and performance. Scientific evidence has proven that employee happiness and well-being are linked to improved communications and trust, customer satisfaction, higher-performing sales teams, and a reduction in sick days and turnover. The most successful organizations understand that corporate culture drives performance.

Learn more about our programs at [www.internationalgriefinstitute.com](http://www.internationalgriefinstitute.com).  
For inquiries, call 360- 553-4200 or email [learn@internationalgriefinstitute.com](mailto:learn@internationalgriefinstitute.com)



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## IMPORTANCE

### of proactive training

Bereaved employees often describe how the toughest part to returning to work after loss is the inability to talk openly about it. Coworkers are often uncomfortable, unsure of how to behave. With grief training lacking in most organizations, this isn't uncommon. It's critical for business leaders to make understanding grief part of other training that employees get on emotional intelligence so everyone feels better in such situations.

To a great degree the costs are unnecessary and avoidable. They could be substantially mitigated by heightened awareness and some simple, practical shifts in communication. The reduced cost of grief can be accomplished without great expense. -DOCUVITAL 01/05/17



## HOW DO YOU

### make the workplace safe?

Crisis Management Training is a one-day on-site professional development workshop for HR leaders, managers, administrators, and supervisors. It offers functional expertise and 15 effective strategies to help organizations of all sizes improve existing HR bereavement policies and procedures including:

- How to respond to employee crisis
- How to direct internal communication
- How to direct external communication
- How to update company bereavement policies
- How to conduct briefings and debriefings
- Strategies to improve employee safety and minimize risks
- Strategies to minimize disruption and maximize workflow

Learn more about our programs at [www.internationalgriefinstitute.com](http://www.internationalgriefinstitute.com). For more information, call Glen Lord at 360- 553-4200 or email [learn@internationalgriefinstitute.com](mailto:learn@internationalgriefinstitute.com).